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Employee Earnings and
Hours—Australia
Preliminary**

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CONTENTS

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**DISTRIBUTION AND COMPOSITION OF EMPLOYEE
EARNINGS AND HOURS, AUSTRALIA
MAY 1992, PRELIMINARY**

IAN CASTLES
Australian Statistician

AUSTRALIAN BUREAU OF STATISTICS

CATALOGUE NO. 6305.0

REPRODUCED WITH THE AUTHORITY OF THE GOVERNMENT OF AUSTRALIA

DISTRIBUTION AND COMPOSITION OF EMPLOYEES
EARNINGS AND HOURS AUSTRALIA
MAY 1992 PRELIMINARY

STATISTICS
AUSTRALIAN BUREAU OF STATISTICS

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INQUIRIES

- *for further information about statistics in this publication and the availability of related unpublished statistics, contact Belinda Shee on Canberra (06) 252 5325 or any ABS State Office.*
 - *for information about other ABS statistics and services please refer to the back page of this publication.*
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SUMMARY OF FINDINGS

Care should be taken in interpreting estimates for managerial/non-managerial employees which are presented according to classification by occupation, as well as status of employee. See paragraph 10 of the Explanatory Notes (page 11). Because of methodological differences, estimates of average earnings from this survey vary slightly from the estimates obtained from the quarterly survey of Average Weekly Earnings (6302.0).

Distribution of Earnings

The median weekly total earnings for all male employees in May 1992 was estimated as \$545.90, while the median total earnings for females was \$398.30. Between May 1991 and May 1992 the estimated median weekly total earnings increased at a faster rate for females (5.0%) than for males (2.0%).

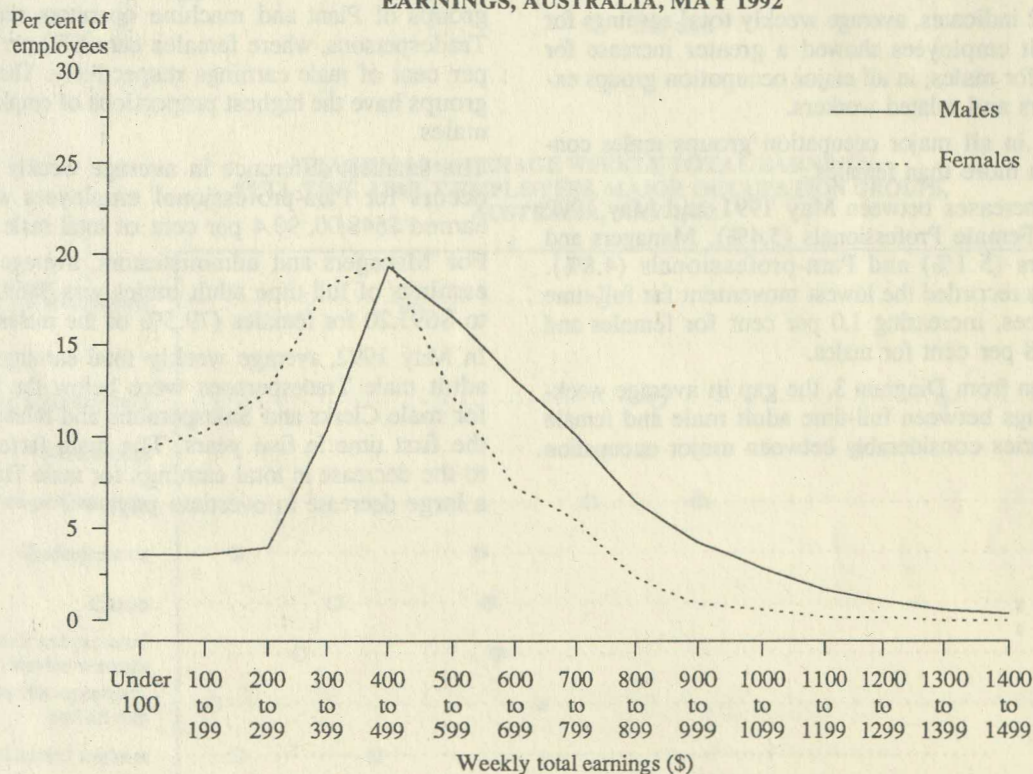
Diagram 1 shows the relative distribution of all male and female employees by levels of weekly total earnings. The concentration of females in the lower earnings ranges is due to several factors.

- The majority of managerial employees are male (75.2%), although the proportion of managerial females has increased by 2.7 percentage points between May 1991 and May 1992.

- Part-time employees are predominantly female (75.4%).
- Females receive considerably less overtime, on average, than males.

For full-time adult non-managerial employees, the estimated median weekly total earnings was \$559.10 for males and \$489.10 for females, reflecting an increase of 1.7 per cent and 4.6 per cent respectively in comparison to May 1991.

DIAGRAM 1: DISTRIBUTION OF ALL EMPLOYEES BY WEEKLY TOTAL EARNINGS, AUSTRALIA, MAY 1992



Composition of Earnings

Between May 1991 and May 1992, the percentage of total earnings contributed by award or agreed base rate of pay for full-time adult non-managerial employees increased 0.5 percentage points for males (to 88.1%) and 0.1 percentage points for females (to 96.1%).

Over the same period, the overtime component of total earnings decreased for full-time adult non-managerial males from 9.3 to 8.7 per cent and for females from 2.3 to 2.2 per cent. The average weekly overtime earnings reported in May 1992 was \$53.10 for males and \$11.70 for females. This represented a 3.6 per cent decrease for males, while female overtime earnings increased 3.5 per cent.

Overaward pay as a percentage of total earnings remained steady in May 1992. Full-time adult non-managerial males earned \$11.00 in average weekly overaward pay while females recorded an estimate of \$6.60.

The following table reflects the percentage of all components which comprise average weekly total earnings for full-time non-managerial adult and junior employees.

COMPOSITION OF EARNINGS AS A PERCENTAGE OF AVERAGE WEEKLY TOTAL EARNINGS: FULL-TIME NON-MANAGERIAL EMPLOYEES, AUSTRALIA, MAY 1992

	<i>Award or agreed base rate of pay</i>	<i>Payment by measured result</i>	<i>Overaward pay(a)</i>	<i>Total ordinary time pay</i>	<i>Overtime pay</i>	<i>Total weekly earnings</i>
	— per cent —					
<i>Adults-</i>						
Males	88.1	1.5	1.8	91.3	8.7	100.0
Females	96.1	0.4	1.3	97.7	2.2	100.0
Persons	90.8	1.1	1.6	93.5	6.5	100.0
<i>Juniors-</i>						
Males	93.7	0.5	1.4	95.6	4.4	100.0
Females	96.9	0.1	1.1	98.2	1.8	100.0
Persons	95.1	0.3	1.3	96.7	3.3	100.0

(a) Includes pay above award, negotiated through enterprise bargaining.

Earnings by Occupation

As Diagram 2 indicates, average weekly total earnings for full-time adult employees showed a greater increase for females than for males, in all major occupation groups except Labourers and related workers.

Nevertheless, in all major occupation groups males continued to earn more than females.

The largest increases between May 1991 and May 1992 occurred for Female Professionals (5.4%), Managers and administrators (5.1%) and Para-professionals (4.8%). Tradespersons recorded the lowest movement for full-time adult employees, increasing 1.0 per cent for females and decreasing 0.8 per cent for males.

As can be seen from Diagram 3, the gap in average weekly total earnings between full-time adult male and female employees varies considerably between major occupation groups.

The difference in earnings is greatest in the occupation groups of Plant and machine operators and drivers, and Tradespersons, where females earn 67.2 per cent and 73.7 per cent of male earnings respectively. These occupation groups have the highest proportions of employees who are males.

The smallest difference in average weekly total earnings occurs for Para-professional employees where females earned \$648.00, 90.4 per cent of total male earnings.

For Managers and administrators, average weekly total earnings of full-time adult males was \$869.80, compared to \$691.20 for females (79.5% of the males figure).

In May 1992, average weekly total earnings for full-time adult male Tradespersons were below the level reported for male Clerks and Salespersons and related workers for the first time in five years. The main factor contributing to the decrease in total earnings for male Tradespersons is a large decrease in overtime pay.

DIAGRAM 2: PERCENTAGE CHANGE IN AVERAGE WEEKLY TOTAL EARNINGS: FULL-TIME ADULT EMPLOYEES, MAJOR OCCUPATION GROUPS, AUSTRALIA, MAY 1991 TO MAY 1992

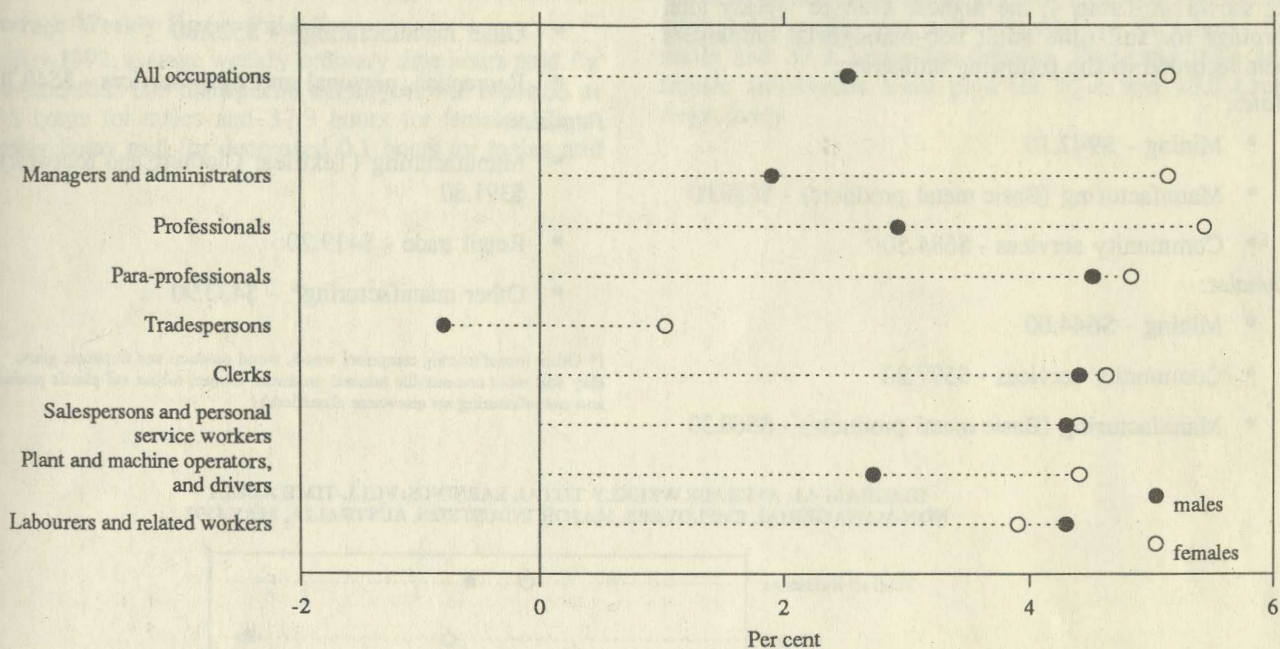
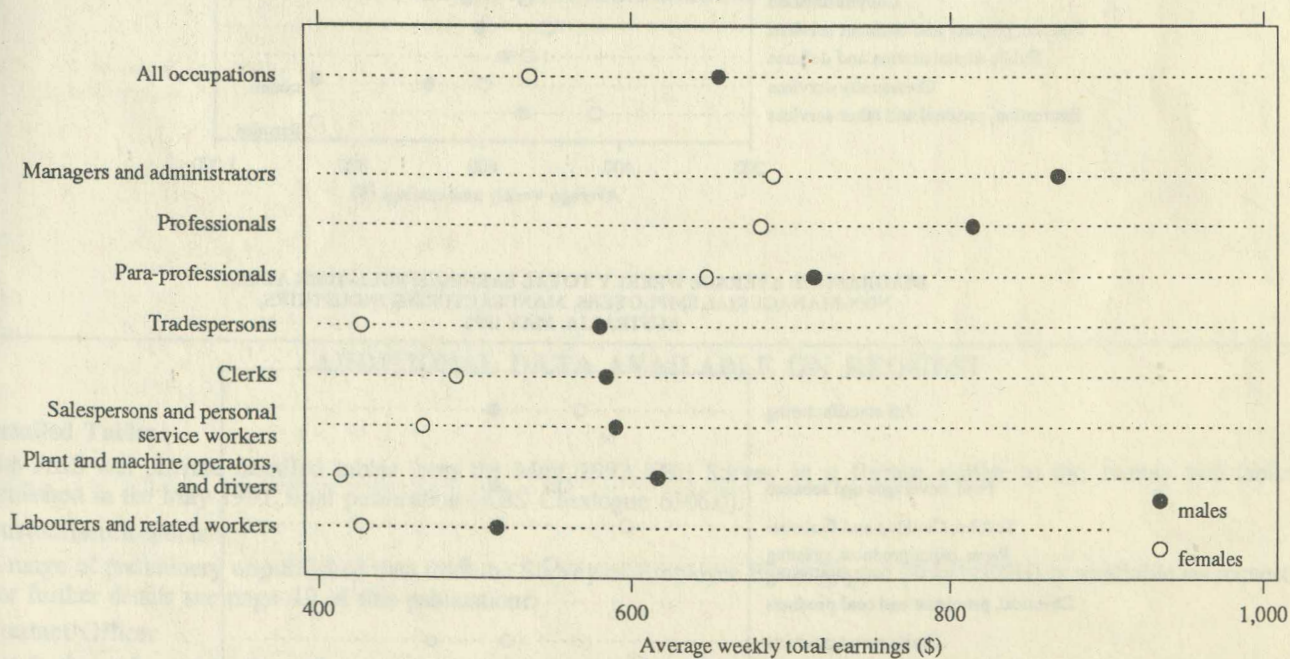


DIAGRAM 3: AVERAGE WEEKLY TOTAL EARNINGS: FULL-TIME ADULT EMPLOYEES, MAJOR OCCUPATION GROUPS, AUSTRALIA, MAY 1992



Earnings by Industry

The estimated average weekly total earnings across all industries for full-time adult non-managerial males is \$611.00 and \$524.30 for females.

As shown in Table 4, the highest average weekly total earnings for full-time adult non-managerial employees were recorded in the following industries:

Males:

- Mining - \$942.10
- Manufacturing (Basic metal products) - \$688.00
- Community services - \$684.50

Females:

- Mining - \$644.00
- Community services - \$597.20
- Manufacturing (Basic metal products) - \$568.30

The industries recording the lowest estimates of average weekly total earnings were:

Males:

- Retail trade - \$484.60
- Other manufacturing* - \$529.80
- Recreation, personal and other services - \$540.70

Females:

- Manufacturing (Textiles; Clothing and footwear) - \$391.80
- Retail trade - \$419.20
- Other manufacturing* - \$433.90

(* Other manufacturing comprises wood, wood products and furniture; glass, clay and other non-metallic mineral products; leather, rubber and plastic products and manufacturing not elsewhere classified.)

DIAGRAM 4.1: AVERAGE WEEKLY TOTAL EARNINGS: FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, MAJOR INDUSTRIES, AUSTRALIA, MAY 1992

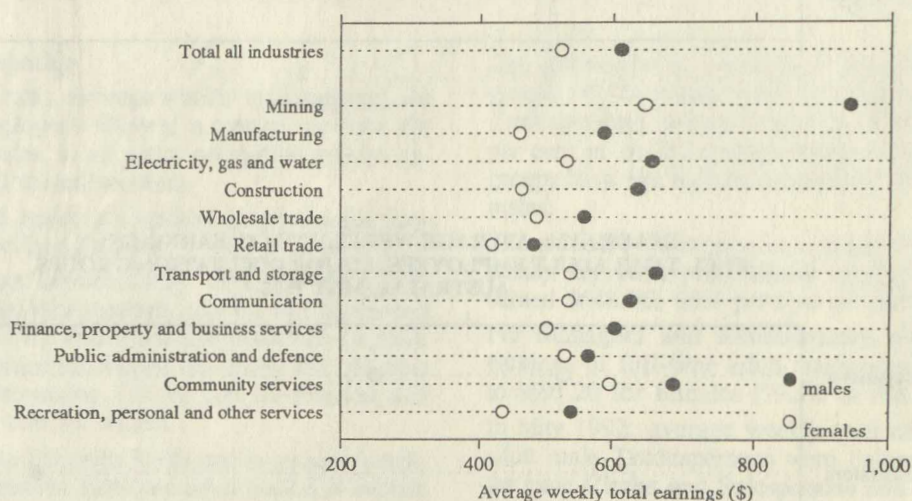
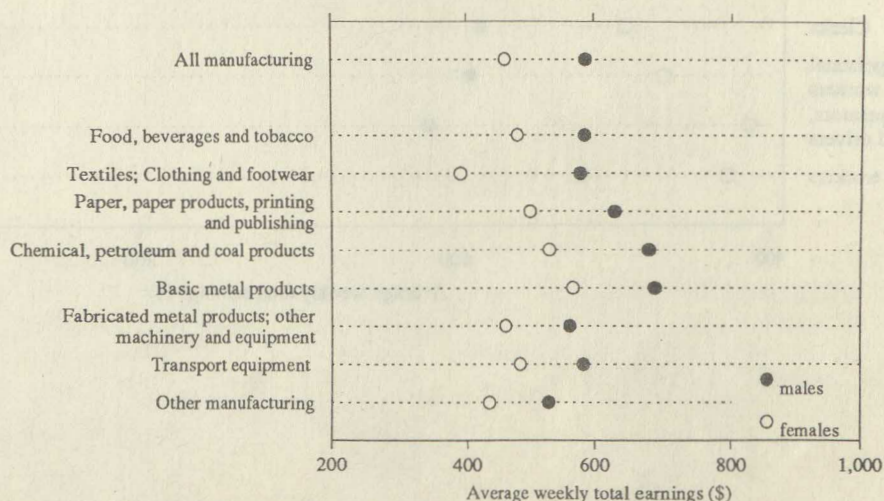


DIAGRAM 4.2: AVERAGE WEEKLY TOTAL EARNINGS: FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, MANUFACTURING INDUSTRIES, AUSTRALIA, MAY 1992



Between May 1991 and May 1992, average weekly total earnings for full-time adult non-managerial employees increased at a considerably faster rate for public sector employees (males 6.3%, females 7.4%) compared to their private sector counterparts (males 0.5%), females 3.2%).

Average Weekly Hours Paid For

In May 1992, average weekly ordinary time hours paid for full-time adult non-managerial employees was reported as 37.8 hours for males and 37.3 hours for females. Total weekly hours paid for decreased 0.1 hours for males and

0.2 hours for females between May 1991 and May 1992. For males the decrease is due to a reduction in overtime, while females recorded less ordinary time hours in May 1992.

Average weekly total hours paid for full-time junior non-managerial employees were reported as 38.9 hours for males and 37.9 hours for females. Part-time male and female employees were paid for 15.4 and 17.0 hours respectively.

ADDITIONAL DATA AVAILABLE ON REQUEST

Detailed Tables

The ABS can provide detailed tables from the May 1992 EEH Survey in a format similar to the twenty two tables published in the May 1991 final publication (ABS Catalogue 6306.0).

Customised Reports

A range of preliminary unpublished data from the Survey of Employee Earnings and Hours (EEH) is available on request. For further details see page 19 of this publication.

Contact Officer

For further information about these services (and the charges involved) please contact Belinda Shee in Canberra on (06) 252 5325.

TABLE 1. DISTRIBUTION OF FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES AND ALL EMPLOYEES BY LEVELS OF WEEKLY TOTAL EARNINGS, AUSTRALIA, MAY 1992

	Full-time adult non-managerial employees			All employees		
	Males	Females	Persons	Males	Females	Persons
Weekly total earnings (\$) —						
— per cent —						
Under 40	* 0.1	* 0.1	* 0.1	1.1	2.3	1.6
40 and under 80	* 0.1	* 0.1	* 0.1	1.7	4.7	3.0
80 " 120	* 0.0	* 0.1	0.1	1.7	4.4	2.9
120 " 160	* 0.1	* 0.1	* 0.1	1.3	3.9	2.5
160 " 200	0.2	0.2	0.2	1.5	4.3	2.7
200 " 240	0.2	0.4	0.2	1.6	4.9	3.1
240 " 280	0.3	0.7	0.4	1.6	5.0	3.2
280 " 320	0.8	1.6	1.1	2.1	5.6	3.7
320 " 360	2.9	5.3	3.8	3.5	6.1	4.7
360 " 400	6.5	12.1	8.6	5.7	9.1	7.2
400 " 420	5.4	8.0	6.4	4.6	5.1	4.8
420 " 440	4.8	6.2	5.4	3.6	4.0	3.8
440 " 460	5.4	6.5	5.8	4.2	4.0	4.1
460 " 480	4.6	5.7	5.0	3.4	3.5	3.5
480 " 500	4.8	5.4	5.0	3.7	3.3	3.5
500 " 520	5.2	5.8	5.4	4.3	3.5	4.0
520 " 540	4.8	4.5	4.7	3.6	2.6	3.1
540 " 560	4.1	4.2	4.1	3.2	2.4	2.8
560 " 580	3.9	3.6	3.8	3.0	2.2	2.6
580 " 600	3.2	2.8	3.0	2.5	1.7	2.1
600 " 640	7.0	4.9	6.2	5.8	3.0	4.5
640 " 680	6.1	5.1	5.7	5.2	3.1	4.2
680 " 720	5.2	3.5	4.6	4.4	2.2	3.4
720 " 760	4.8	4.4	4.7	4.0	2.5	3.4
760 " 800	4.0	3.2	3.7	3.8	1.9	2.9
800 " 840	3.2	1.8	2.7	3.0	1.1	2.2
840 " 880	2.4	1.2	1.9	2.6	0.9	1.8
880 " 920	1.8	0.7	1.4	1.9	0.5	1.3
920 " 960	1.3	0.5	1.0	1.5	0.4	1.0
960 " 1,000	1.3	0.2	0.9	1.7	0.3	1.1
1,000 " 1,100	2.0	0.5	1.4	2.9	0.6	1.9
1,100 " 1,200	1.2	* 0.2	0.8	1.7	0.2	1.0
1,200 " 1,300	0.9	* 0.1	0.6	1.1	0.2	0.7
1,300 " 1,400	0.4	* 0.0	0.3	0.6	* 0.0	0.4
1,400 " 1,500	0.3	* 0.1	0.2	0.4	* 0.0	0.3
1,500 and over	0.8	* 0.1	0.5	1.6	0.1	0.9
Total	100.0	100.0	100.0	100.0	100.0	100.0
— '000 —						
Total employees(a)	2,112.4	1,270.7	3,383.1	3,101.4	2,538.3	5,639.6
— dollars —						
25th percentile	453.00	410.20	434.60	413.60	242.50	343.10
50th percentile (median)	559.10	489.10	529.60	545.90	398.30	475.10
75th percentile	715.30	613.10	678.10	740.90	528.50	653.90
Mean earnings	611.00	524.30	578.40	595.80	404.70	509.80

(a) See paragraph 7 of the Explanatory Notes.

TABLE 2. COMPOSITION OF AVERAGE WEEKLY TOTAL EARNINGS AND AVERAGE WEEKLY TOTAL HOURS PAID FOR: CATEGORY OF EMPLOYEE, AUSTRALIA, MAY 1992

	Full-time employees							Part-time employees	All employees
	Managerial	Non-managerial			Total				
	Adult	Adult	Junior	Total	Adult	Junior	Total		
MALES									
— dollars —									
Average weekly earnings—									
Ordinary time—									
Award or agreed base rate of pay	821.10	538.00	292.70	525.30	595.80	292.80	583.20	201.90	542.40
Payment by measured result	5.10	9.00	* 1.50	8.60	8.20	* 1.50	7.90	* 0.60	7.10
Overaward pay(a)	5.80	11.00	4.40	10.70	10.00	4.40	9.70	* 0.80	8.80
Total ordinary time	832.00	558.00	298.60	544.60	613.90	298.70	600.80	203.30	558.30
Overtime	1.60	53.10	13.80	51.10	42.60	13.80	41.40	5.80	37.60
Total	833.60	611.00	312.40	595.60	656.50	312.40	642.20	209.10	595.80
— hours —									
Average weekly hours paid for—									
Ordinary time	..	37.8	37.7	37.8	37.4	37.7	37.4	15.1	35.0
Overtime	..	2.4	1.1	2.4	2.0	1.1	1.9	0.3	1.7
Total	..	40.2	38.9	40.2	39.4	38.9	39.3	15.4	36.8
FEMALES									
— dollars —									
Average weekly earnings—									
Ordinary time—									
Award or agreed base rate of pay	634.10	503.70	279.00	488.40	517.90	279.00	503.30	225.10	391.60
Payment by measured result	* 1.30	* 2.20	* 0.40	* 2.10	* 2.10	* 0.40	2.00	* 0.60	1.40
Overaward pay(a)	* 7.10	6.60	3.10	6.40	6.70	3.10	6.40	1.00	4.20
Total ordinary time	642.50	512.50	282.60	496.90	526.70	282.60	511.80	226.70	397.30
Overtime	* 1.00	11.70	5.20	11.30	10.60	5.20	10.20	3.30	7.50
Total	643.50	524.30	287.80	508.20	537.30	287.80	522.00	229.90	404.70
— hours —									
Average weekly hours paid for—									
Ordinary time	..	37.3	37.5	37.3	37.1	37.5	37.1	16.8	29.0
Overtime	..	0.6	0.4	0.6	0.5	0.4	0.5	0.2	0.4
Total	..	37.9	37.9	37.9	37.6	37.9	37.6	17.0	29.4
PERSONS									
— dollars —									
Average weekly earnings—									
Ordinary time—									
Award or agreed base rate of pay	779.40	525.10	286.60	511.30	568.60	286.60	554.90	219.40	474.50
Payment by measured result	4.30	6.40	* 1.00	6.10	6.10	* 1.00	5.80	* 0.60	4.60
Overaward pay(a)	6.10	9.40	3.80	9.00	8.80	3.80	8.60	0.90	6.70
Total ordinary time	789.80	540.90	291.40	526.50	583.40	291.50	569.30	220.90	485.80
Overtime	1.50	37.60	10.00	36.00	31.40	10.00	30.40	3.90	24.00
Total	791.20	578.40	301.40	562.40	614.80	301.40	599.60	224.80	509.80
— hours —									
Average weekly hours paid for—									
Ordinary time	..	37.6	37.6	37.6	37.3	37.6	37.3	16.4	32.3
Overtime	..	1.7	0.8	1.7	1.5	0.8	1.4	0.2	1.1
Total	..	39.4	38.4	39.3	38.8	38.4	38.7	16.6	33.4

(a) Includes pay above award, negotiated through enterprise bargaining.

**TABLE 3. AVERAGE WEEKLY TOTAL EARNINGS, MAJOR OCCUPATION GROUPS AND
CATEGORY OF EMPLOYEE, AUSTRALIA, MAY 1992**
(Dollars)

Occupation	Full-time employees							Part-time employees	All employees
	Managerial	Non-managerial			Total				
	Adult	Adult	Junior	Total	Adult	Junior	Total		
MALES									
Managers and administrators(a)	884.40	780.70	* 345.40	779.20	869.80	370.30	869.50	* 324.00	859.00
Professionals	950.40	765.70	340.20	762.90	815.10	340.20	812.80	354.10	771.80
Para-professionals	870.10	699.20	342.90	695.60	717.00	342.90	713.70	* 208.90	682.60
Tradespersons	522.90	583.90	311.10	552.90	579.40	311.10	550.90	265.00	540.00
Clerks	740.40	559.00	336.00	549.20	583.50	336.00	574.10	191.00	546.10
Salespersons and personal service workers	678.00	566.70	311.80	548.60	589.80	311.80	573.90	176.40	463.00
Plant and machine operators, and drivers	570.50	617.30	298.80	615.00	616.20	298.80	614.00	* 220.30	591.00
Labourers and related workers	597.00	514.10	301.70	502.70	515.70	301.70	504.50	173.80	430.30
All occupations	833.60	611.00	312.40	595.60	656.50	312.40	642.20	209.10	595.80
FEMALES									
Managers and administrators(a)	712.00	635.70	393.10	633.60	691.20	393.10	690.50	316.20	657.00
Professionals	804.10	671.00	287.60	669.20	683.60	287.60	681.90	302.10	572.20
Para-professionals	695.30	645.20	381.60	641.60	648.00	381.60	644.60	359.30	525.70
Tradespersons	422.50	427.80	239.90	381.90	427.30	239.90	385.10	232.80	335.50
Clerks	511.30	488.10	295.50	472.40	489.70	295.50	474.80	241.40	407.60
Salespersons and personal service workers	494.20	464.60	291.40	443.20	467.10	291.40	447.00	184.00	292.80
Plant and machine operators, and drivers	574.80	411.20	* 276.80	408.70	414.00	* 276.80	411.40	208.40	380.60
Labourers and related workers	* 423.50	427.10	287.20	421.40	427.10	287.20	421.50	199.90	287.20
All occupations	643.50	524.30	287.80	508.20	537.30	287.80	522.00	229.90	404.70
PERSONS									
Managers and administrators(a)	852.80	731.70	372.60	729.80	832.40	381.70	831.90	319.50	814.10
Professionals	920.80	721.20	319.40	718.90	760.20	319.40	758.20	315.20	676.30
Para-professionals	830.80	679.70	359.70	676.10	692.90	359.70	689.50	337.40	609.70
Tradespersons	512.90	572.80	299.60	538.80	568.30	299.60	537.10	248.10	516.50
Clerks	624.20	510.00	303.10	495.50	520.20	303.10	506.30	237.20	444.00
Salespersons and personal service workers	626.30	512.90	298.10	491.60	529.60	298.10	509.70	182.40	353.90
Plant and machine operators, and drivers	570.90	590.50	292.50	587.90	590.00	292.50	587.50	216.70	560.80
Labourers and related workers	570.20	492.10	298.70	482.40	493.40	298.70	483.80	190.40	373.80
All occupations	791.20	578.40	301.40	562.40	614.80	301.40	599.60	224.80	509.80

(a) See paragraph 10 of the Explanatory Notes.

**TABLE 4. AVERAGE WEEKLY TOTAL EARNINGS, INDUSTRY, SECTOR AND CATEGORY OF EMPLOYEE,
AUSTRALIA, MAY 1992**
(Dollars)

Industry/Sector	Full-time employees							Part-time employees	All employees
	Managerial	Non-managerial			Total				
	Adult	Adult	Junior	Total	Adult	Junior	Total		
MALES									
Mining	1,184.20	942.10	471.10	936.50	963.00	471.10	957.60	* 407.50	949.50
Manufacturing	828.60	588.20	304.00	572.70	619.70	304.00	604.60	248.10	594.00
Food, beverages and tobacco	858.80	586.90	330.50	578.20	616.60	330.50	607.90	255.70	582.80
Textiles; Clothing and footwear	777.50	581.00	273.90	561.80	602.70	273.90	584.30	* 250.50	574.10
Paper, paper products, printing and publishing	932.80	632.20	313.90	609.30	666.10	313.90	643.50	264.80	626.40
Chemical, petroleum and coal products	1,055.90	680.60	336.60	673.90	761.50	336.60	755.00	296.70	739.00
Metal products, machinery and equipment	829.00	594.00	307.80	579.00	621.90	307.80	607.30	184.70	602.60
Basic metal products	1,039.70	688.00	333.30	672.00	714.90	333.30	698.90	283.50	698.30
Fabricated metal products; other machinery and equipment	787.40	562.50	295.50	548.20	599.40	295.50	585.60	175.80	580.00
Transport equipment	858.10	582.60	314.10	567.70	599.50	314.10	584.70	195.30	579.80
Other manufacturing	704.00	529.80	286.40	511.50	559.10	286.40	541.80	256.10	534.10
Electricity, gas and water	1,064.00	653.20	358.60	645.00	682.40	358.60	674.10	246.20	672.90
Construction	683.40	633.70	344.20	607.60	644.80	344.20	623.40	280.30	613.80
Wholesale and retail trade	688.20	522.60	298.50	498.00	569.60	298.60	547.60	150.40	481.60
Wholesale trade	769.40	559.10	279.00	546.50	615.50	279.00	604.20	213.20	575.50
Retail trade	615.80	484.60	303.20	454.00	523.90	303.40	496.50	135.80	411.50
Transport and storage	877.70	659.50	338.90	653.30	688.50	338.90	682.70	288.00	659.00
Communication	911.50	625.20	* 0.0	624.50	642.20	370.80	641.50	161.60	631.30
Finance, property and business services	962.50	604.30	343.70	593.00	740.80	343.70	730.00	219.10	675.90
Public administration and defence	980.50	566.40	350.90	562.80	626.50	350.90	622.60	244.90	608.80
Community services	986.30	684.50	332.00	680.50	738.30	332.00	734.50	271.50	668.30
Recreation, personal and other services	616.20	540.70	248.20	520.20	561.70	248.20	545.50	201.00	405.90
Total all industries	833.60	611.00	312.40	595.60	656.50	312.40	642.20	209.10	595.80
Private sector	789.30	591.10	308.80	571.30	639.20	308.90	621.40	195.60	566.60
Public sector	1,017.10	647.20	340.90	642.10	692.70	340.90	687.50	282.70	665.00
FEMALES									
Mining	* 771.80	644.00	324.00	634.60	653.60	324.00	644.60	253.60	594.30
Manufacturing	612.70	461.60	300.30	455.00	472.60	300.30	466.00	218.80	420.50
Food, beverages and tobacco	693.30	482.90	312.10	477.80	492.10	312.10	486.90	208.30	395.00
Textiles; Clothing and footwear	567.80	391.80	310.50	389.80	398.60	310.50	396.40	177.50	375.70
Paper, paper products, printing and publishing	677.40	502.80	307.00	488.40	521.30	307.00	507.10	225.10	438.60
Chemical, petroleum and coal products	857.50	532.20	331.00	522.50	564.10	331.00	553.90	212.20	512.20
Metal products, machinery and equipment	550.70	476.00	299.60	469.50	481.90	299.60	475.80	240.70	446.30
Basic metal products	591.70	568.30	316.60	543.90	569.70	316.60	546.60	225.70	526.20
Fabricated metal products; other machinery and equipment	547.90	460.80	291.60	454.40	469.70	291.60	463.50	241.20	434.50
Transport equipment	546.30	484.40	325.80	483.10	485.70	325.80	484.50	242.00	452.40
Other manufacturing	545.90	433.90	270.30	424.20	445.50	270.30	436.20	241.10	407.20
Electricity, gas and water	846.10	533.00	348.20	522.10	538.60	348.20	527.50	292.00	499.80
Construction	502.80	465.00	293.70	453.40	472.80	293.70	463.10	226.80	379.30
Wholesale and retail trade	514.70	447.90	290.60	426.40	461.60	290.60	442.50	165.80	305.90
Wholesale trade	570.40	489.00	287.40	473.30	504.10	287.40	490.20	204.00	409.10
Retail trade	483.10	419.20	291.50	397.00	433.20	291.50	413.20	158.80	267.90
Transport and storage	685.20	539.50	338.20	533.60	556.00	338.20	550.30	292.50	497.40
Communication	893.40	536.60	* 0.0	535.80	551.10	375.00	550.30	283.00	490.90
Finance, property and business services	688.60	504.40	298.80	483.30	526.20	298.80	505.40	242.50	428.20
Public administration and defence	948.10	531.80	323.60	525.20	555.00	323.60	548.10	228.90	470.70
Community services	857.10	597.20	286.10	589.60	614.50	286.10	607.00	281.30	464.60
Recreation, personal and other services	440.00	436.20	235.20	400.00	436.90	235.20	406.70	194.30	271.00
Total all industries	643.50	524.30	287.80	508.20	537.30	287.80	522.00	229.90	404.70
Private sector	592.70	481.20	282.10	462.10	497.40	282.10	479.50	214.70	361.50
Public sector	907.90	589.70	328.10	583.90	604.70	328.10	598.90	281.60	503.60

TABLE 4. AVERAGE WEEKLY TOTAL EARNINGS, INDUSTRY, SECTOR AND CATEGORY OF EMPLOYEE,
AUSTRALIA, MAY 1992
(Dollars)—continued

Industry/Sector	Full-time employees							Part-time employees	All employees
	Managerial	Non-managerial			Total				
	Adult	Adult	Junior	Total	Adult	Junior	Total		
PERSONS									
Mining	1,152.70	915.90	442.70	909.50	936.10	442.70	929.90	332.20	914.40
Manufacturing	797.60	557.30	303.30	544.30	585.60	303.30	572.70	227.90	548.50
Food, beverages and tobacco	838.70	558.70	326.00	551.10	584.60	326.00	576.80	223.10	522.00
Textiles; Clothing and footwear	712.50	470.50	286.90	462.90	487.30	286.90	479.60	191.60	460.30
Paper, paper products, printing and publishing	870.30	598.80	312.10	578.10	628.90	312.10	608.40	237.00	569.30
Chemical, petroleum and coal products	1,029.60	639.40	333.80	631.00	712.00	333.80	703.50	248.50	676.70
Metal products, machinery and equipment	794.20	572.50	306.70	559.30	597.30	306.70	584.50	225.60	572.60
Basic metal products	1,008.70	677.60	330.30	660.30	702.40	330.30	685.20	236.00	681.90
Fabricated metal products; other machinery and equipment	752.50	539.40	294.90	527.10	571.40	294.90	559.50	224.60	545.70
Transport equipment	839.60	567.20	314.40	555.00	582.30	314.40	570.10	226.70	559.10
Other manufacturing	685.10	511.40	283.90	495.00	538.60	283.90	522.90	247.40	508.80
Electricity, gas and water	1,057.80	639.70	356.40	630.80	667.10	356.40	658.00	285.60	651.80
Construction	661.50	611.40	339.20	587.70	622.60	339.20	603.00	240.90	571.60
Wholesale and retail trade	643.90	496.90	295.30	472.90	535.00	295.40	513.10	161.30	403.20
Wholesale trade	728.00	538.30	282.60	524.20	584.80	282.60	572.10	207.10	519.50
Retail trade	577.00	459.30	298.60	431.90	491.20	298.70	466.00	152.20	338.70
Transport and storage	844.50	635.40	338.70	629.10	662.40	338.70	656.40	290.20	622.40
Communication	908.30	604.00	* 0.0	603.20	620.70	372.30	620.00	259.00	592.00
Finance, property and business services	905.90	549.90	310.00	531.60	643.00	310.00	623.80	236.90	544.20
Public administration and defence	975.20	553.90	336.60	549.20	602.40	336.60	597.20	231.90	554.00
Community services	945.30	633.40	297.40	627.00	669.70	297.40	663.40	279.90	534.40
Recreation, personal and other services	558.40	495.40	239.20	464.40	510.90	239.20	485.30	196.50	330.60
Total all industries	791.20	578.40	301.40	562.40	614.80	301.40	599.60	224.80	509.80
Private sector	744.00	551.50	297.00	531.30	592.00	297.00	573.20	209.70	474.80
Public sector	996.20	624.10	334.90	618.60	659.10	334.90	653.60	281.80	591.40

EXPLANATORY NOTES

Introduction

This publication contains estimates obtained from a sample survey of employers conducted in May 1992. The survey is designed to provide statistics on the distribution of employees according to weekly earnings and hours, and on the composition of weekly earnings and hours for various categories of employees and principal occupations.

2. Final estimates will be published in *Distribution and Composition of Employee Earnings and Hours, Australia, May 1992* (6306.0) expected to be released in March 1993.

Scope of the survey

3. All wage and salary earners who received pay for the reference period are represented in the survey, except:

- members of the Australian permanent defence forces;
- employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- employees in private households employing staff;
- employees of overseas embassies, consulates, etc.;
- employees based outside Australia; and
- employees on workers' compensation who are not paid through the payroll.

4. Also excluded are the following persons who are not regarded as employees for the purposes of this survey:

- directors who are not paid a salary;
- proprietors/partners of unincorporated businesses; and
- self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

Survey design

5. A sample of approximately 9,500 employers is selected from the ABS register of businesses to ensure adequate State and industry representation. The statistical unit for the survey comprises all activities of an enterprise in a particular State or Territory. Each statistical unit is classified to an industry which reflects the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise has significant employment in more than one industry, a separate statistical unit is created for each industry. The statistical units are stratified by State, public/private sector, industry and size of employment, and a simple random sample is selected from each stratum.

6. Employers with fewer than 10 employees are required to complete details for every employee, while those with 10 or more employees are required to select a random sample of their employees in accordance with instructions supplied by the ABS. Data for approximately 75,000 employees were obtained in the survey.

7. Although the sample is not designed specifically to provide estimates of numbers of employees, it is estimated that 3,101,400 male and 2,538,300 female employees are within the scope of the survey. These and other estimates of numbers of employees included in this publication should not be taken as measures of total employment in the categories indicated.

Industry classification

8. Industry is classified according to the *Australian Standard Industrial Classification (ASIC) 1983 Edition, Volume 1 — The Classification* (1201.0). The following table shows details of the ASIC industries used in the publication (More detailed information may be available on request).

ASIC code	
Sub-Division	Division Title
B	Mining
C	Manufacturing
21	Food, beverages and tobacco
23,24	Textiles; Clothing and footwear
26	Paper, paper products, printing and publishing
27	Chemical, petroleum and coal products
29	Basic metal products
31,33	Fabricated metal products; other machinery and equipment
32	Transport equipment
25,28,34	Other manufacturing(a)
D	Electricity, gas and water
E	Construction
F	Wholesale and retail trade
47	Wholesale trade
48	Retail trade
G	Transport and storage
H	Communication
I	Finance, property and business services
J	Public administration and defence(b)
K	Community services
L	Recreation, personal and other services(c)

(a) Includes wood, wood products and furniture (subdivision 25); glass, clay and other non-metallic mineral products (subdivision 28); leather, rubber and plastic products and manufacturing not elsewhere classified (subdivision 34). (b) Excludes permanent defence forces. (c) Excludes private households employing staff (subdivision 94).

NOTE: Division A, (Agriculture, Forestry, Fishing and Hunting) is excluded from the survey.

Occupation

9. Occupation is classified according to the Australian Standard Classification of Occupations (ASCO), based on the title and description of the job.

10. Care should be taken when comparing survey estimates based on ASCO groups with estimates based on the managerial/non-managerial status of employees, which is determined and reported by the employer. Estimates for employees with manager status include employees classified to ASCO categories other than the ASCO major group 'Managers and Administrators'; e.g. employees classified as Professionals according to ASCO may be categorised by employers as having managerial status. Conversely, tables in this publication which contain estimates for non-managerial employees (as defined by employers) will include some employees who would be classified to the ASCO major group 'Managers and Administrators'.

11. Details of ASCO can be found in ASCO: *Statistical Classification — First Edition* (1222.0), and an *Information Paper: ASCO — Australian Standard Classification of Occupations, April 1991* (1221.0).

Comparability of results

12. Because of the substantially improved coverage of employers provided by the ABS register of businesses and modifications to some definitions, results from surveys conducted after 1981 are not strictly comparable with those for surveys conducted between 1974 and 1981.

13. Care should be taken when comparing the results of this survey with the quarterly series *Average Weekly Earnings, States and Australia* (6302.0), as a different sample design and survey methodology are used. The Average Weekly Earnings survey collects information relating to total employment of organisations selected in the survey, whereas results from the Employee Earnings and Hours survey are obtained in relation to a sample of employees within the organisations selected. In addition, the size of the sample for the Employee Earnings and Hours survey is much larger than that for the Average Weekly Earnings survey.

14. Because of the two stage sampling methodology used for this survey to arrive at a sample of employees, it is not possible to ensure that the representation of all the subgroups of interest in the sample accurately reflect their representation in the population.

15. Considerable care is taken in questionnaire design and in the instructions given to employers on how to select samples of their employees. All survey returns are subjected to careful editing to detect reporting errors, inconsistencies and transcription errors. Ultimately, however, the quality of survey results depends on the quality of the information provided by survey respondents and adherence to specified procedures.

16. Care should be taken when comparing estimates of overaward pay with figures from previous years, as published figures for May 1992 include small amounts of

enterprise bargaining pay. Estimates of overaward pay excluding enterprise bargaining can be obtained if required. As enterprise bargaining payments become more widespread, the two components may be published separately.

Reliability of estimates

17. For information on the reliability of estimates see the Technical Note (Appendix A).

Related publications

18. Users may also wish to refer to the following publications which are available on request:

Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime (6256.0)

Distribution and Composition of Employee Earnings and Hours, Australia, May 1991 (6306.0)

Award Rates of Pay Indexes, Australia (6312.0) — issued monthly

Award Coverage, Australia, May 1990 (6315.0)

Average Weekly Earnings, Australia, Preliminary (6301.0) — issued quarterly

Average Weekly Earnings, States and Australia (6302.0) — issued quarterly

Average Earnings and Hours of Employees, Australia (6304.0) — issued annually

Weekly Earnings of Employees (Distribution), Australia (6310.0) — issued annually

Job Vacancies and Overtime, Australia (6354.0) — issued quarterly

Employed Wage and Salary Earners, Australia (6248.0) — issued quarterly

Major Labour Costs, Australia (6348.0) — issued annually

The Labour Force, Australia (6203.0) — issued monthly

Labour Force Projections, Australia 1992 - 2005 (6260.0)

Occasional Paper No. 1986/1: Statistics on Wages, Earnings, Income and Labour Costs — A Guide to Their Concepts, Measurements and Usage.

19. Current publications produced by the ABS are listed in the *Catalogue of Publications and Products, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

Unpublished statistics

20. In some cases, the ABS can also make available information which is not published. This information may be made available in one or more of the following forms: microfiche, photocopy, data tape, floppy disk, computer printout or clerically extracted tabulation. Generally, a

charge is made for providing unpublished information. Inquiries should be made to Belinda Shee on Canberra (06) 252 5325 or to Information Services in the nearest ABS office.

Symbols and other usages

- * subject to high relative standard error.
See the Technical Note
(Appendix A).

21. Estimates of earnings shown in the tables are rounded to the nearest 10 cents, and those of average weekly hours paid for are rounded to the first decimal place.

22. Where figures have been rounded, discrepancies may occur between sums of the component items and totals.

APPENDIX A

TECHNICAL NOTE

Introduction

As the estimates in this publication are based on information relating to a sample of employers and employees, rather than a full enumeration, they are subject to sampling variability. That is, they may differ from the figures that would have been produced if the information had been obtained from all employers and all employees. This difference, called *sampling error*, should not be confused with inaccuracy that may occur because of imperfections in reporting by respondents or in processing by the ABS. Such inaccuracy is referred to as *non-sampling error* and may occur in any enumeration whether it be a full count or sample. Efforts have been made to reduce non-sampling error by careful design of questionnaires, detailed checking of returns and quality control of processing.

2. An asterisk appears against estimates in this publication where the sampling variability is considered too high for most practical uses. Generally, this indicates a relative standard error equal to or greater than 25 per cent of the estimate for Distribution tables and 10 per cent for Occupation tables.

Reliability of estimates

3. The sampling error associated with any estimate can be estimated from the sample results. One measure of sampling error is given by the *standard error*, which indicates the degree to which an estimate may vary from the value that would have been obtained from a full enumeration (the 'true' figure). There are about two chances in three that a sample estimate differs from the true value by less than one standard error, and about nineteen chances in twenty that the difference will be less than two standard errors.

4. Another measure of the sampling error is the *relative standard error*, which is obtained by expressing the standard error as a percentage of the estimate. As it is not practicable to include the standard errors of all estimates in this publication, the tables below have been produced to give an indication of the magnitude of relative standard errors.

5. The figures in Table A provide an indication of magnitude of the standard error of estimates of numbers of persons (distribution of weekly earnings) shown in Table 1. An example of the use of Table A is as follows: the estimate for all male employees in the earnings range

\$240 to \$280 is 1.6 per cent of the total number of male employees (see Table 1). This represents approximately 49,622 males. Table A shows the relative standard error of this estimate to be approximately 7.7 per cent or 3,830 employees. There are about two chances in three that a complete collection would give a figure within the range 45,792 to 53,452 and about nineteen chances in twenty that the figure would be within the range 41,962 to 57,282.

6. Table B indicates the relative standard error of estimates of average weekly total earnings and hours and their components. An example of the use of Table B is as follows. Table 2 shows average overtime earnings of adult male full-time non-managerial employees (Australia) as \$53.10. Table B shows the approximate relative standard error for this estimate to be 2.8 per cent (i.e. about \$1.50). There are about two chances in three that a complete collection would give a figure within the range \$51.60 to \$54.60 and about nineteen chances in twenty that the figure would be within the range of \$50.10 to \$56.10.

7. Table C indicates the relative standard error of estimates of average weekly total earnings for various categories of employees by Industry. The use of the relative standard error from this table can be applied in the same way as in the example for Table B above.

8. The following notes give indications of relative standard errors which are not covered directly by the tables.

Occupations reported in Table 3 for which the relative standard error is equal to or greater than 10 per cent are highlighted with an asterisk.

Private/public sector. Relative standard errors relating to estimates of the private or public sector only are generally slightly higher than those for the private and public sectors combined.

Average weekly hours paid for. Relative standard errors of average weekly ordinary time hours paid for and average weekly total hours paid for are generally much lower than the corresponding figures shown in the table for average weekly ordinary time earnings and average weekly total earnings.

APPENDIX A

TECHNICAL NOTE

Introduction

As the estimates in this publication are based on information relating to a sample of employers and employees, rather than a full enumeration, they are subject to sampling variability. That is, they may differ from the figures that would have been produced if the information had been obtained from all employers and all employees. This difference, called *sampling error*, should not be confused with inaccuracy that may occur because of imperfections in reporting by respondents or in processing by the ABS. Such inaccuracy is referred to as *non-sampling error* and may occur in any enumeration whether it be a full count or sample. Efforts have been made to reduce non-sampling error by careful design of questionnaires, detailed checking of returns and quality control of processing.

2. An asterisk appears against estimates in this publication where the sampling variability is considered too high for most practical uses. Generally, this indicates a relative standard error equal to or greater than 25 per cent of the estimate for Distribution tables and 10 per cent for Occupation tables.

Reliability of estimates

3. The sampling error associated with any estimate can be estimated from the sample results. One measure of sampling error is given by the *standard error*, which indicates the degree to which an estimate may vary from the value that would have been obtained from a full enumeration (the 'true' figure). There are about two chances in three that a sample estimate differs from the true value by less than one standard error, and about nineteen chances in twenty that the difference will be less than two standard errors.

4. Another measure of the sampling error is the *relative standard error*, which is obtained by expressing the standard error as a percentage of the estimate. As it is not practicable to include the standard errors of all estimates in this publication, the tables below have been produced to give an indication of the magnitude of relative standard errors.

5. The figures in Table A provide an indication of magnitude of the standard error of estimates of numbers of persons (distribution of weekly earnings) shown in Table 1. An example of the use of Table A is as follows: the estimate for all male employees in the earnings range

\$240 to \$280 is 1.6 per cent of the total number of male employees (see Table 1). This represents approximately 49,622 males. Table A shows the relative standard error of this estimate to be approximately 7.7 per cent or 3,830 employees. There are about two chances in three that a complete collection would give a figure within the range 45,792 to 53,452 and about nineteen chances in twenty that the figure would be within the range 41,962 to 57,282.

6. Table B indicates the relative standard error of estimates of average weekly total earnings and hours and their components. An example of the use of Table B is as follows. Table 2 shows average overtime earnings of adult male full-time non-managerial employees (Australia) as \$53.10. Table B shows the approximate relative standard error for this estimate to be 2.8 per cent (i.e. about \$1.50). There are about two chances in three that a complete collection would give a figure within the range \$51.60 to \$54.60 and about nineteen chances in twenty that the figure would be within the range of \$50.10 to \$56.10.

7. Table C indicates the relative standard error of estimates of average weekly total earnings for various categories of employees by Industry. The use of the relative standard error from this table can be applied in the same way as in the example for Table B above.

8. The following notes give indications of relative standard errors which are not covered directly by the tables.

Occupations reported in Table 3 for which the relative standard error is equal to or greater than 10 per cent are highlighted with an asterisk.

Private/public sector. Relative standard errors relating to estimates of the private or public sector only are generally slightly higher than those for the private and public sectors combined.

Average weekly hours paid for. Relative standard errors of average weekly ordinary time hours paid for and average weekly total hours paid for are generally much lower than the corresponding figures shown in the table for average weekly ordinary time earnings and average weekly total earnings.

TABLE A. APPROXIMATE STANDARD ERRORS OF ESTIMATES OF NUMBERS OF PERSONS, AUSTRALIA, MAY 1992

Size of estimate (persons)	Standard error (number)	Relative standard error (per cent)	Size of estimate (persons)	Standard error (number)	Relative standard error (per cent)
500	270	54.5	80,000	5,110	6.4
1,000	400	39.7	90,000	5,500	6.1
2,500	660	26.4	100,000	5,870	5.9
5,000	980	19.6	150,000	7,570	5.0
10,000	1,460	14.6	200,000	9,080	4.5
20,000	2,200	11.0	1,000,000	25,710	2.6
30,000	2,810	9.4	2,000,000	40,790	2.0
40,000	3,340	8.4	3,000,000	53,620	1.8
50,000	3,830	7.7	4,000,000	65,210	1.6
60,000	4,280	7.1	5,000,000	75,970	1.5
70,000	4,710	6.7	6,000,000	86,130	1.4

TABLE B. APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS OF FULL-TIME
NON-MANAGERIAL EMPLOYEES, AUSTRALIA, MAY 1992
(per cent)

Average weekly total earnings									
Average weekly ordinary time earnings							Average weekly hours paid for		
	Award or base rate of pay	Payment by measured result	Over- award pay(a)	Total ordinary time	Overtime	Total	Ordinary time	Overtime	Total
Adult—									
Males	0.4	8.9	5.2	0.4	2.8	0.5	0.1	2.9	0.2
Females	0.5	26.7	5.1	0.5	3.9	0.4	0.1	4.1	0.1
Persons	0.3	9.9	4.3	0.4	2.7	0.4	0.1	2.8	0.1
Junior—									
Males	1.3	36.4	15.1	1.3	10.7	1.4	0.4	10.5	0.5
Females	1.1	53.0	18.0	1.2	14.5	1.2	0.4	14.2	0.4
Persons	0.9	31.4	11.4	0.9	9.6	1.0	0.3	9.5	0.3
Total—									
Males	0.4	8.9	5.2	0.5	2.8	0.5	0.1	2.9	0.2
Females	0.4	26.5	5.1	0.5	3.7	0.4	0.1	3.9	0.1
Persons	0.3	9.8	4.3	0.4	2.7	0.4	0.1	2.8	0.1

(a) Includes pay above award, negotiated through enterprise bargaining.

**TABLE C. APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY TOTAL EARNINGS,
INDUSTRY, SECTOR AND CATEGORY OF EMPLOYEE,
AUSTRALIA, MAY 1992
(per cent)**

Industry/Sector	Full-time employees							Part-time employees	All employees
	Managerial	Non-managerial			Total				
	Adult	Adult	Junior	Total	Adult	Junior	Total		
MALES									
Mining	4.7	1.6	10.4	1.7	1.6	10.4	1.7	26.1	1.8
Manufacturing	1.7	0.8	2.3	0.8	0.8	2.3	0.8	5.0	0.8
Food, beverages and tobacco	2.6	1.5	6.5	1.4	1.5	6.5	1.4	6.3	1.7
Textiles; Clothing and footwear	14.9	5.4	3.1	5.4	6.1	3.1	6.0	32.9	5.9
Paper, paper products, printing and publishing	5.7	2.6	5.6	2.7	2.7	5.6	2.7	11.6	2.9
Chemical, petroleum and coal products	5.1	2.5	3.4	2.8	1.7	3.4	2.0	7.8	1.8
Metal products, machinery and equipment	2.7	1.2	3.1	1.1	1.2	3.1	1.2	14.3	1.2
Basic metal products	2.7	2.8	6.7	2.7	2.5	6.7	2.4	7.0	2.4
Fabricated metal products; other machinery and equipment	3.8	1.8	3.1	1.8	2.0	3.1	2.0	21.0	2.0
Transport equipment	2.8	1.1	7.0	1.0	1.1	7.0	1.1	14.0	1.1
Other manufacturing	4.6	1.8	6.2	1.8	2.0	6.2	2.0	14.1	2.0
Electricity, gas and water	2.1	1.0	3.4	1.0	1.0	3.4	1.0	13.7	1.0
Construction	2.4	1.4	4.3	1.5	1.3	4.3	1.3	13.4	1.4
Wholesale and retail trade	1.7	1.7	2.1	1.7	1.4	2.1	1.4	5.0	1.6
Wholesale trade	2.2	2.7	5.5	2.8	2.3	5.5	2.3	11.4	2.6
Retail trade	2.7	1.8	2.2	1.9	1.8	2.2	1.9	4.9	2.6
Transport and storage	4.9	1.1	5.6	1.1	0.9	5.6	0.9	13.2	1.2
Communication	2.4	0.6	11.4	0.6	0.5	11.4	0.5	13.9	0.5
Finance, property and business services	3.1	1.8	3.1	1.7	1.9	3.1	1.9	6.9	2.1
Public administration and defence	1.6	1.3	3.4	1.3	1.3	3.4	1.3	6.5	1.4
Community services	2.3	0.7	5.6	0.7	0.7	5.6	0.7	3.8	0.8
Recreation, personal and other services	6.0	4.7	5.5	5.0	4.0	5.5	4.2	7.0	5.1
Total all industries	1.1	0.5	1.4	0.5	0.5	1.4	0.5	2.4	0.6
Private sector	1.4	0.7	1.5	0.7	0.7	1.5	0.7	2.9	0.8
Public sector	0.8	0.3	2.3	0.3	0.3	2.3	0.3	3.2	0.4
FEMALES									
Mining	26.4	2.8	6.9	2.6	2.9	6.9	2.8	10.4	3.6
Manufacturing	4.2	1.0	3.1	0.9	1.1	3.1	1.0	4.4	0.9
Food, beverages and tobacco	6.4	1.1	6.6	1.2	1.1	6.6	1.2	7.2	1.5
Textiles; Clothing and footwear	10.1	0.9	7.4	1.0	1.1	7.4	1.1	6.1	1.9
Paper, paper products, printing and publishing	2.7	2.1	4.0	2.3	2.0	4.0	2.2	15.3	2.9
Chemical, petroleum and coal products	9.4	3.3	6.8	3.2	4.4	6.8	4.4	8.3	3.3
Metal products, machinery and equipment	5.4	1.2	3.8	1.2	1.3	3.8	1.4	7.7	1.3
Basic metal products	13.7	6.5	8.0	6.0	6.4	8.0	5.9	21.4	5.9
Fabricated metal products; other machinery and equipment	6.1	1.5	4.5	1.6	1.7	4.5	1.8	10.1	1.5
Transport equipment	5.4	1.7	2.8	1.6	1.6	2.8	1.6	9.5	1.9
Other manufacturing	15.5	2.0	11.3	2.1	2.6	11.3	2.5	11.2	2.4
Electricity, gas and water	14.2	1.7	2.8	1.6	2.0	2.8	2.0	9.7	2.6
Construction	7.0	4.0	4.6	3.4	3.6	4.6	3.1	5.5	2.8
Wholesale and retail trade	2.9	1.3	2.0	1.3	1.3	2.0	1.3	2.1	1.6
Wholesale trade	5.2	2.5	3.5	2.8	2.8	3.5	3.0	3.8	3.1
Retail trade	3.5	1.2	2.4	1.2	1.2	2.4	1.1	2.3	1.9
Transport and storage	6.3	1.8	3.5	1.7	1.8	3.5	1.7	16.0	2.6
Communication	3.9	1.4	* 0.0	1.4	0.9	* 0.0	0.8	9.0	0.6
Finance, property and business services	5.9	1.0	2.2	1.1	1.3	2.2	1.3	3.5	1.2
Public administration and defence	3.2	0.9	3.9	0.9	0.8	3.9	0.8	3.4	1.7
Community services	2.7	0.7	2.3	0.7	0.8	2.3	0.8	1.1	0.8
Recreation, personal and other services	5.5	2.1	4.4	2.0	2.0	4.4	2.2	5.1	3.6
Total all industries	2.0	0.4	1.2	0.4	0.5	1.2	0.5	1.2	0.6
Private sector	2.3	0.6	1.3	0.6	0.7	1.3	0.7	1.5	0.8
Public sector	2.6	0.4	2.0	0.4	0.6	2.0	0.5	1.2	0.7

**TABLE C. APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY TOTAL EARNINGS,
INDUSTRY, SECTOR AND CATEGORY OF EMPLOYEE,
AUSTRALIA, MAY 1992
(per cent)—continued**

Industry/Sector	Full-time employees							Part-time employees	All employees
	Managerial	Non-managerial			Total				
	Adult	Adult	Junior	Total	Adult	Junior	Total		
PERSONS									
Mining	5.8	1.7	9.1	1.7	1.7	9.1	1.7	17.1	1.8
Manufacturing	1.8	0.8	2.0	0.8	0.8	2.0	0.8	3.6	0.8
Food, beverages and tobacco	2.3	1.2	4.7	1.3	1.2	4.7	1.2	5.1	1.6
Textiles; Clothing and footwear	12.0	5.3	4.4	5.1	5.6	4.4	5.4	8.6	5.5
Paper, paper products, printing and publishing	4.2	1.7	3.4	1.9	1.7	3.4	1.8	13.6	2.3
Chemical, petroleum and coal products	4.8	3.1	4.1	3.2	2.2	4.1	2.4	6.3	2.1
Metal products, machinery and equipment	2.6	1.1	2.9	1.1	1.2	2.9	1.2	7.5	1.2
Basic metal products	2.6	2.9	6.4	2.9	2.6	6.4	2.6	17.7	2.7
Fabricated metal products; other machinery and equipment	3.6	1.6	2.9	1.6	1.9	2.9	1.8	10.5	1.8
Transport equipment	2.9	1.2	6.8	1.1	1.3	6.8	1.1	5.0	1.2
Other manufacturing	5.2	1.6	5.7	1.6	1.9	5.7	1.8	7.7	2.0
Electricity, gas and water	2.0	1.0	2.6	1.0	1.0	2.6	1.0	8.3	1.1
Construction	2.2	1.9	3.9	1.8	1.7	3.9	1.6	6.8	1.7
Wholesale and retail trade	1.7	1.3	1.6	1.4	1.2	1.6	1.3	2.1	1.5
Wholesale trade	2.4	2.5	4.0	2.7	2.2	4.0	2.3	4.8	2.6
Retail trade	2.5	1.2	1.6	1.3	1.4	1.6	1.4	2.3	2.2
Transport and storage	4.2	1.2	4.4	1.2	1.0	4.4	0.9	6.5	1.1
Communication	2.0	0.5	7.4	0.5	0.5	7.4	0.5	8.5	0.6
Finance, property and business services	2.7	1.1	2.0	1.1	1.2	2.0	1.3	4.0	1.4
Public administration and defence	1.3	1.0	2.3	1.1	0.9	2.3	1.0	3.2	1.3
Community services	1.8	0.6	2.2	0.6	0.7	2.2	0.6	1.1	0.6
Recreation, personal and other services	4.9	3.5	3.5	3.5	3.1	3.5	3.1	4.6	4.2
Total all industries	1.0	0.4	1.0	0.4	0.4	1.0	0.4	1.2	0.5
Private sector	1.3	0.6	1.1	0.6	0.6	1.1	0.6	1.5	0.7
Public sector	0.8	0.3	1.4	0.3	0.3	1.4	0.3	1.0	0.4

APPENDIX B

GLOSSARY

Adult employees are employees 21 years of age or over and those employees who, although under 21 years of age, are paid at the full adult rate for their occupation.

Award pay or agreed base rate of pay refers to the award pay or agreed rate of pay for ordinary time hours paid for. For employees covered by an award it includes all allowances (dirt, height, tool, etc.) and penalty payments (e.g. shift loadings) specified in the award. It excludes overaward pay and service increments not specified in the award. For employees not covered by an award, agreed base rate of pay is the agreed wage for ordinary time hours paid for.

Employees refers to all wage and salary earners (as defined in paragraphs 3 and 4 of the Explanatory Notes) who received pay for any part of the reference period.

Enterprise bargaining pay refers to weekly payments (additional to prescribed award rates) resulting from enterprise bargaining awards and agreements.

Full-time employees are permanent, temporary and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period. If agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week.

Industry is classified according to the Australian Standard Industrial Classification (see Explanatory Notes paragraph 8).

Junior employees are those employees who are not adults as defined.

Managerial employees are adult managerial, executive and professional staff, generally defined as those employees who are ineligible to receive payment for overtime, or, although subject to payment for overtime, are in charge of a significant number of employees in a separate establishment.

Mean (or average) earnings or hours refers to the amount obtained by dividing the total earnings or hours of a group (e.g. full-time employees) by the number of employees in that group.

Median earnings or hours refers to the amount which divides the distribution into two equal groups of employees, one half having amounts below the median and the other half having amounts above it.

Non-managerial employees are those who are not managerial employees as defined.

Occupation is classified according to the Australian Standard Classification of Occupations (ASCO) (see Explanatory Notes paragraphs 9 to 11).

Ordinary time hours paid for refers to employees' award, standard or agreed hours of work. It includes stand-by or reporting time which are part of standard hours of work, and that part of annual leave, paid sick leave and long service leave taken during the reference period.

Overaward pay refers to amounts of ordinary time pay (regular or otherwise) that are over the award (e.g. attendance, good time-keeping, profit-sharing, etc.). It includes additional pay resulting from enterprise bargaining. It excludes payments in the form of a reimbursement for expenses incurred whilst carrying out the employer's business (e.g. payments from petty cash).

Overtime hours paid for refers to hours in excess of award, standard or agreed hours of work.

Payment by measured result refers to earnings which vary according to measured performance (e.g. piecework, production and task bonuses, and commission).

Percentiles refer to any of a hundred divisions of an earnings or hours series. For example, 25 per cent of employees earn less than or equal to the 25th percentile and 75 per cent of employees earn less than or equal to the 75th percentile.

Reference period for the survey refers to the last pay period ending on or before 15 May 1992.

Sector. Public sector includes local government authorities and all government departments and agencies created by, or reporting to, the Commonwealth or State Parliaments. All remaining employees are classified as private sector.

Weekly ordinary time earnings of employees refers to one week's earnings for the reference period attributable to award, standard or agreed hours of work. It is calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included in ordinary time earnings are award payments, base rates of pay, overaward payments, penalty payments, shift and other allowances; commissions and retainers; bonuses and similar payments related to the reference period; payments under incentive or piecework; payments under profit-sharing schemes normally paid each pay period; payments for leave taken during the reference period; all workers' compensation payments made through the payroll; and salary payments made to directors. Excluded are overtime payments, retrospective pay, pay in advance, leave loadings, severance pay, termination and redundancy payments and other payments not related to the reference period.

Weekly overtime earnings of employees refers to payment for hours in excess of award, standard or agreed hours of work.

Weekly total earnings of employees is equal to weekly ordinary time earnings plus weekly overtime earnings.

Weekly total hours paid for refers to the hours for which payment was made. It comprises ordinary time hours and overtime hours. For employees paid other than weekly, hours were converted to a weekly basis. For employees who began or ceased work, or were absent without pay for any reason during the reference period, only the hours actually paid for were included. Where agreed hours of work were less than award hours, hours were based on agreed hours. Hours of work were not reported for managerial employees.

APPENDIX C

ADDITIONAL DATA AVAILABLE ON REQUEST

A large range of unpublished data is available from the Survey of Employee Earnings and Hours on request. This data can be produced for clients as customised reports. The populations and variables are listed below.

A. HOW TO PLACE AN ORDER

Firstly, determine the population (from C below) and the variables (from D) that you require estimates for. A covering letter indicating these requirements and the uses of the data requested should be returned to:

Assistant Director
Labour Income and Disputes Sub-section
Australian Bureau of Statistics
P.O. Box 10
Belconnen ACT 2616

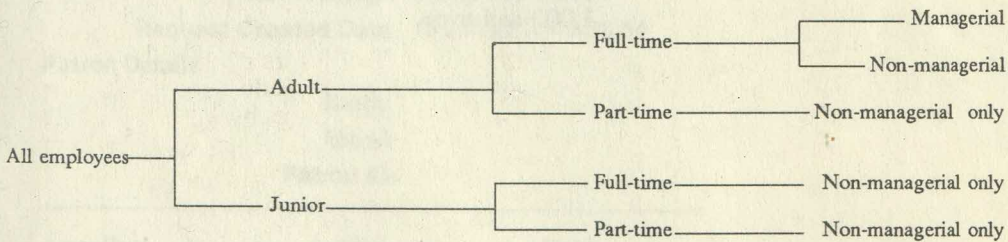
B. CONTACT OFFICER

If you wish to discuss individual requests, especially in regard to the reliability of estimates for particular cross-classifications, and the charges involved, please phone Belinda Shee on Canberra (06) 252 5325.

Requests can be sent by facsimile to (06) 251 5486.

C. POPULATIONS

The variables listed below are available in respect of each of the following populations:



D. VARIABLES

The following variables are available from this survey (subject to the reliability of the estimates).

Distribution of employees by levels of:

Weekly total earnings
Weekly ordinary time earnings
Weekly overtime earnings

Weekly total hours paid for
Weekly ordinary time hours paid for
Weekly overtime hours paid for

Composition of earnings

Average weekly total earnings
Average weekly ordinary time earnings
Award or agreed base rate of pay (includes allowances)
Overaward pay
Payment by measured result
Overtime

Average hourly earnings

Note: Earnings and hours ranges can be specified to suit individual requirements.

Composition of hours paid for

Average weekly total hours paid for

Average weekly ordinary time hours paid for

Average weekly overtime hours paid for

State/Territory

New South Wales

Victoria

Queensland

South Australia

Western Australia

Tasmania

Northern Territory

Australian Capital Territory

Australia

Sector

Private sector

Public sector

Total all sectors

Sex

Males

Females

Persons

Occupation

ASCO major group

(as shown in Table 3)

ASCO minor group

(2 digit codes)

ASCO unit group

(4 digit codes)

Industry

Mining

Manufacturing

Food, beverages and tobacco

Textiles; Clothing and footwear

Paper, paper products, printing and publishing

Chemicals, petroleum and coal products

Metal products, machinery and equipment-

Basic metal products

Fabricated metal products; other machinery
and equipment

Transport equipment

Other manufacturing

Electricity, gas and water

Construction

Wholesale and retail trade

Wholesale trade

Retail trade

Transport and storage

Communication

Finance, property and business services

Public administration and defence

Community services

Recreation, personal and other services

Total all industries

*Note: Information at a finer level of detail may also be available.***Size of firm (number of employees)**

Under 20

20 - 49

50 - 99

100 - 499

500 - 999

1,000 and over